

5/25/12	Email from Dr. Larson to EOO. A student in the department is experiencing treatment from other students that is upsetting him and may be harassment. Could someone from EOO meet with the student and the department chair?
5/25/12	Laura Eckert left message for Dr. Larson. Please call.
5/25 t/c from Kristen Larson to Laura Eckert	██████ is a junior and a TA in the department. ██████ is gay. In the student office space for TAs, he feels things are being said to him that are not respectful. There has been low level intervention by the department but the treatment seems to be escalating. Dr. Larson doesn't know the details of what's being said. ██████ came to Dr. Larson and another faculty member yesterday. Both the student and the department need help knowing what to do. Discussed next steps. Laura will reach out to ██████.
5/29 t/c to ██████	██████████, Im pls call
5/29	<p>Laura Eckert t/c with ██████ feels distanced from his peer group due to the demographics of the group. In his class of 35 majors, he is the only queer person and only Jewish person. There is one woman in the entire group, and two Asian-American people. The rest are white men. The ██████ is the area of TA offices. There are no rules or policies for the ██████. There are conversations about how stupid the Old Testament is.</p> <p>Last Spring, ██████ felt so disconnected he became suicidal and then got better. A number of students say things critical of a student named ██████ who has autism. Women in lower class have expressed concerns about how they ask a question and all men try to answer. ██████ sees a series of microaggressions. He spoke with Professor Larson after he brought up concerns of marginalization in the ██████ and the students said them playing dungeons and dragons makes them marginalized. One student told an anti-Semitic joke in front of him. Other staff have described the ██████ as an emotional dessert.</p> <p>██████ would like skills to handle the culture of the department. All professors are very supportive of him. He is okay finishing his classes this quarter, and is not taking ██████ classes this summer. He also is aware of the Counseling Center and has found them helpful.</p> <p>██████ wants to be part of the solution to this issue. He would like to talk with the department chair, Brad Johnson.</p>
5/31	t/c Sue Im for Kristen Larson, going to call Brad Johnson
5/31	LE and SGS t/c to Brad Johnson. Brad talked with ██████ for almost an hour. Outlined a few responses, made clear the department is on his side, although it may not be fixed overnight. Brad has talked with TAs in the past about appropriate behavior and has posted statements about this. He thinks the problem is localized and the department needs to change the way the room is used.
6/1	LE t/c to ██████, Im (will update re conversation with Brad, refer to LKL to schedule time to talk)
6/1	LE t/c Kristen. Talked to student, he wants skills not a complaint, LKL will work with him. Also talked to Sue, Brad Johnson- BJ committed to changing atmosphere of ██████, he recognizes atmosphere has changed since number of majors has grown from 38 to 128? EO offered to assist, conduct training for students, faculty, staff ... Brad wants to discuss with faculty and see what faculty might be interested in for dept climate, up to dept chair, need to give him a chance to respond appropriately

	<p>How does that sound? Want to be helpful to you. I think those ideas sound good, have not had much luck getting [REDACTED] to take advantage of resources outside of dept. Glad Brad said he was in favor of changing [REDACTED], talking about having open space and door in back in room, hoping changes will help.</p>
6/6	Email to [REDACTED] (in finals this week), pls call when it is convenient
6/14/12	<p>LKL met with [REDACTED] to discuss strategies for addressing unwelcome remarks from fellow students in the [REDACTED]. LKL and [REDACTED] generally discussed [REDACTED] experience in [REDACTED] resources he has sought and that are available to him, and ways to deal with comments and behaviors [REDACTED] perceives as anti-gay and anti-Semitic. There is "lots of pretending to be gay." [REDACTED] has tried explaining that this makes him uncomfortable, but he is accused by other students of censorship and reminded of the right to free speech. He also feels women are treated poorly and has observed students making fun of a student with autism.</p> <p>LKL and [REDACTED] discussed not feeling like he has to teach everyone and always speak up. Okay to take space/step away if necessary. Dialogue doesn't need to always be on their terms. Also idea of silence - ask students what they mean by "that's so gay" and let them sit with that.</p> <p>[REDACTED] has joined two professional groups for LGBT [REDACTED]. Excellent community there. Met the [REDACTED] in Seattle at a dinner.</p> <p>LKL mentioned [REDACTED] and [REDACTED].</p> <p>Discussed possibility of EO providing training for the approx. 20 TAs.</p> <p>[REDACTED] appreciative & positive. EO will be in touch – also feel free to come back with questions.</p>
6/15/12	LKL called Toi Geil. Heads up re: reference to being suicidal in past. Toi will look at his file and determine if f/u by counseling ctr. is needed.
10/10/12	<p>t/c to Brad, Left message, please call</p> <p>going to close out file from Spring, student in "[REDACTED]", wanted to check in and see if any next steps, would training be helpful to show making a good faith effort to improve climate? Want to be helpful to the student and also protective of you to assist in a response to the situation as you feel appropriate...</p>
11/19/12	LKL l/m for [REDACTED] wanted to checking and see how things are going following conversation in late June. Please call.
11/19/12	<p>LKL spoke with [REDACTED] by phone. Called to see how things are going in the [REDACTED] Department and particularly the [REDACTED]. [REDACTED] reports it is going better this year. The [REDACTED] has been redesigned, rules are clear and being enforced, things have changed. Prof. Larson controls the [REDACTED] and responsible for improvements. She enforces the rules. There's now an open door policy there all the time. [REDACTED] has also spoken with other TAs in a productive way. He shared the HERI Diversity Climate Report with some friends and they asked questions and acknowledged some startling results. He also showed it to Prof. Peeden. Numbers helpful for people in [REDACTED]. The faculty are actively trying to be more accepting and listen to others' views. People are more aware.</p>

	LKL asked if [REDACTED] was aware of a counseling group for LGBT students. He was not aware and was interested. LKL will call back about whether or not group in fact exists and any details.
11/26/12	LKL Im for [REDACTED]: Dan Walinsky in Counseling Ctr. is running Pride Group and would be glad to talk with [REDACTED] about joining the group. Left Counseling Ctr. number for [REDACTED].